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SOURCEBOOK ON WORK-RELATED DAY CARE IN CANADA

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INTRODUCTION AND ACKNOWLEDGEMENTS

The Sourcebook on Work-Related Day Care is an inventory of children's day care programs in Canada which receive some form of financial or in-kind support from, or are organizationally linked to a business, an employer, or a labour group. The Sourcebook provides a comprehensive, up-to-date listing of work-related day care programs, and should be of interest to individuals and organizations concerned with this growing form of service delivery.

Funding for the survey was received from the Ontario Women's Directorate Summer Experience program and from the Summer Canada Works Program of the Canada Employment and Immigration Commission.

The information contained in this report is based on a 1984 survey of work-related day care programs which were in operation or scheduled to open in the near future. Laura Johnson directed the work-related day care research for the SPC. Cathy Paperny co-ordinated the 1984 survey for the Social Planning Council; Elka Klein was responsible for updating the results in 1985. The Sourcebook is an updated version of a 1982 survey conducted by Linda Grant, Patricia Sai-Chew and Fausto Natarelli, and published by the Social Planning Council under the title "Children at Work". The Sourcebook also contains information obtained from an inventory prepared by Laurel Rothman and Jane Beach for the Cooke Task force on Child Care, ("Study on Work-Related Day Care in Canada", December, 1984: Ottawa). Martha Friendly was instrumental in designing and coordinating both the 1982 and 1984 surveys.

Work-related day care is defined as any involvement by an employer or a labour group in the provision of day care for employees. Such involvement might include: day care centres at or near the work-site with financial or in-kind support from employers or businesses; home based supervised family day care programs which are provided through a workplace; or counselling services set up by the employer to provide information and guidance to working parents in need of day care services and facilities. The term 'day care' is used to include care for pre-school aged children at any time during the day or week. This report focuses on day care programs characterized by direct involvement of employer/employee groups in the provision of services. Some examples of other types of work-related day care services are discussed at the end of the Sourcebook.

There is evidence of increasing interest on the part of Canadian employers in work-related day care programs. In 1985, the Social Planning Council surveyed a sample of some 500 Metro Toronto area employers with 50 or more employees. Results of that survey indicated that while under 1% of the companies surveyed actually offered day care at the workplace, 26% indicated that they were interested in learning more about employer-supported day care as an employee benefit.

Work-related day care is a new and expanding field of service. In the face of rapidly increasing day care needs in Canada, efforts at providing work-related day care are not sufficient on their own to meet Canada's day care needs.

Results of this survey reveal that employer support for day care programs primarily consists of provision of free or low-rent space and such services

as bookkeeping, use of equipment and janitorial services. Although some employers contribute to the ongoing operational costs, most do not. The most substantial portion of a quality daycare budget (at least 80%) represents staff salaries. Quality day care, therefore, remains an expensive service for parents, despite employer contributions of space and services. In addition, the survey results show that work-related day care is heavily concentrated in certain types of enterprises. Many employers do not have appropriate facilities, nor is a day care centre feasible for small employers. Thus, the potential impact of work-related day care is bound to be uneven.

Work-related day care does have the capacity to play a major role in the provision of good day care for a significant group of parents and children. Together with other high quality day care service options, work-related day care can become an important part of a comprehensive system of early childhood programs available to parents and children in Canada.

1. RESEARCH METHODS

The survey utilized a structured questionnaire which was mailed to 72 work-related day care programs across Canada, in English or French as appropriate. (A copy of the questionnaire appears in Appendix B.) Fifty-one of these programs had been sent questionnaires in the 1982 survey, while 21 were new work-related centres. Follow-up letters and telephone calls were used to maximize the survey response.

Of the 72 questionaires distributed, 55 (76%) were completed and returned. Of these, three indicated that they were not work-related day care facilities, one provided no information except to say that it would be opening in the Fall of 1984, and one reported that it had closed down. In addition, one of the centres which responded has since closed. Eight work-related day care centres that responded in 1982 did not respond. One of the eight, Hilda Roberts Day Care, no longer considers itself to be an employer-sponsored program. It is therefore being included in the section of the Sourcebook on Additional Work-Related Day Care Alternatives. The 1984 survey thus yielded a description of 56 programs. An additional 30 centres were reported in the Rothman/Beach study, and have been included in this report. The patterns described in this report are thus based on information obtained from a total of 86 work-related day care programs.

In most instances the information provided by respondents in the questionnaires was complete. There were some cases, however, where respondents omitted some of the information requested. In addition, three of the questions asked in this survey were not included in the Rothman/Beach survey. For this reason, some of the survey results reflect fewer than 86 responses.

2. RESULTS

A. Distribution of Centres

The survey results show a heavy concentration of the 86 facilities in certain geographical areas. Fifty (58%) are in Quebec and 20 (23%) in Ontario. Of the remaining centres, six are in Manitoba, four in Alberta, three in British Columbia, one in Saskatchewan, one in Nova Scotia and one in the Northwest Territories. There had previously been one facility located in the Yukon, but it has closed since the completion of the survey. In addition, late in the survey, it was discovered that there was another work-related day care centre in the Northwest Territories. Newfoundland is expected to have its first workplace day care by the end of 1985. Consequently, the survey indicates that there will soon be at least one work-related day care program in every province and territory of Canada with the exceptions of New Brunswick and the Yukon.

As well as being concentrated in Ontario and Quebec, the great majority of the programs are located in large urban centres, although there are a number of centres in small towns, particularly in Quebec.

B. Description of the Employers Offering Work-related Day Care.

The 1984 survey revealed that the majority of work-related day care programs are associated with hospitals, health centres or local community social service centres. Fifty-nine of the 86 centres (69%) fit into this category. Of the other centres, six are associated with private corporations, five with the federal government, four with boards of education, three with crown corporations and government funded agencies, two with the Armed Forces, two with financial institutions, one with a

municipal government, and three with miscellaneous organizations (Epiciers Unis Metro Richelieu, Institut Louise Braille, and the Horsemen's Association, Winnipeg). While the B.C. Government Employees Day Care Centre was once supported by the B.C. Government Employees Union, the union is no longer involved in the centre.

C. Who Runs the Day Care Programs?

Operation of a day care centre includes two separate components: the daily supervision and guidance of the children, and the overseeing of such administrative concerns as funding and financial management. The day to day operation of the centre is almost without exception the sole responsibility of the staff, although in several cases a degree of parent involvement was mentioned. This ranged from regular volunteering to occasional helping on excursions and field trips. With respect to administration,the survey found that 28 of the work-related centres which responded to this question (56%) have a board of directors composed of some combination of staff, employee and/or community parents, and union representatives. Thirteen of the centres are run solely by the employer, and two are run solely by the day care staff.

D. Who Uses the Day Care Programs?

The majority of the work-related day care centres, a total of 69 programs (81%), accept children of both employee and community parents. Three of these centres stated that they give priority to employee-parents, but will admit community parents if space permits. There are, however, 16 centres which serve employee-parents exclusively. One centre did not respond to this question.

E. Hours and Days of Operation

The day care facilities generally operate on a five-day work week for 8 to 11 hours a day. Although the 1982 inventory noted that many hospitals were considering extending their hours of service, only 7 of the 55 centres stated that they had extended hours. In addition, 4 of the day care programs provide extended service only if given advance notice by the parents. One centre offered both extended hours and a seven day week, but only if requested in advance with a minimum of 3 children in attendance.

F. Location of Day Care Facilities

Thirty-seven of 54 responding centres (67%) have the day care situated on the premises of the workplace. Sixteen centres (30%) have near-site facilities. One centre has an on-site facility for infants and toddlers, and a site nearby for 3-5 year olds. Another has a single facility serving two hospitals, located on the premises of one of the two.

G. Employer Contribution

The most common contributions to the work-related day care facilities include donation of space and the provision of free maintenance, utilities, accounting and food. Although renovation and capital costs were often contributed to the centres free from the employer, funding for operating costs is rare, particularly after the centre has been in operation for a few years.

H. Parent Fees

Fees for day care centres vary as widely as do the services offered by the centres; in many cases, specific concerns of the centre or the employees it serves are reflected in the fee structure. The majority of the centres charge a simple weekly fee. These fees range from $37.50 to $100 per week; most fees, however, are between $55 and $75 per week. One centre charges no fees at all.

There are many variations. Two centres explained that they charge higher fees to community parents than to employee parents. In both cases the difference is approximately $20 per week. Seventeen centres have a fee scale based on the age of the child, usually but not always broken down into infants, toddlers and preschoolers. In the majority of these cases, the fee differential is between $15 and $25, although it can be as low as $10 or as high as $40. It should be stressed that infant care programs are characterized by high staff-child ratios, and consequently tend to be significantly more costly than care for older children; the infant care figures range as high as $120 per week. At the opposite extreme, one centre has a half-day nursery program for kindergarten-aged children which costs $20 per week.

There were other significant variations in fee structures. Three centres have a sliding scale depending on family income; two centres charge lower fees to the second child in the same family. Various issues of time were also addressed by the fee structures of several of the centres. Two centres have separate charges for normal and extended length days (see Section E above on Hours of Operation). Many centres have fee structures

adapted to the needs of part time employees who do not work a full week: six centres charge daily as opposed to weekly fees; two more have separate daily and weekly fees; one charges a fortnightly fee, and also a daily fee covering a minimum of five days per fortnight; and one charges by the hour.

I. Advantages and Disadvantages of Work-Related Day Care

Advantages

When the directors of the day care centres were asked what they saw as the advantages of work-related day care, most of them responded with at least one or two advantages. It is worth noting that they cite advantages to all groups involved: parents, children, employer, and the centre itself. The following is a compilation of the various advantages and disadvantages mentioned in the questionnaire responses:

- Fees are reasonable.
- Convenience: parents have only one stop in the morning, transportation time and distance are reduced.
- Parents are close to their children, and feel psychologically secure. This is important especially if the child is sick or in event of an emergency.
- Parents may be able to visit children during lunch breaks to feed or just to spend time with the child.
- The parents can observe their children interacting with other children.
- There is ideally a strong 'sense of community' and a common bond between the parents and the centre staff, and enhanced communication....
    - Maybe the parents feel more involved and participate more;
    - Parent organization in decision making should be a feature of the organizational structure.

- Mothers can continue to breast feed after they return to work.
- An attractive employee benefit, especially for shift workers who may otherwise have difficulty in making reliable child care arrangements.
- It is easy for the day care staff to contact the parents in an emergency.
- The centre has easy access to services such as maintenance, accounting, photocopying, food services, and purchase of supplies.
- A day care program humanizes the work environment, and may increase public relations and publicity for the employer.
- Employers reap the benefits of reduced absenteeism and staff turnover, as well as staff who can work without the anxiety and distraction created by use of unreliable day care.

Disadvantages

Compared to the number of directors who suggested advantages of work-related day care, very few listed disadvantages. Those disadvantages which were mentioned include the following:

- Children do not get to know other children in the neighbourhood
- When a child reaches school age, there may be a problem about whether to use a school in the neighbourhood or near the centre.
- It is impossible to have a half-day program compatible with kindergarten programs.
- The journey from home can be long for a small child.
- The worksite may not be a pleasant or a safe place for a child.
- Some parents need time to wind down after work before interacting with the child.
- Having parents around constantly can increase stress on the day care staff.
- Having parents on the board of directors of the centre can lead to inconsistant rules and conflict with the staff.
- Because parents come from everywhere, it is sometimes difficult to get them to participate in the day care committees.

- Parents may be tied to a job because of their need to maintain consistent child care.
- It is difficult to refuse a community parent simply because the centre is employer-sponsored.
- Funding problems are the same as for community-based day care.

J. Trends in Work-Related Day Care

The growth of work-related day care since 1982 has not been dramatic, but there are some interesting and encouraging trends which can be observed. The general trend has been towards an increase in the scope of work-related day care. The results of the two surveys indicate not only an increase in the number of centres operating in Canada, but in the geographical distribution of the centres. In 1982 only 5 provinces and one of the territories had workplace day centres; at present, all but one province and the Yukon have at least one. Likewise, there has been an expansion of the services offered by existing day care programs since 1982. More day care centres are now recognising the special needs of shiftworkers and of part time workers by offering extended hours on the one hand, and breaking fees down into daily or even hourly segments on the other.

There have been some changes as well in who uses the centres. Our 1984 survey indicated that 81% of the centres accept community parents, as compared with 74% in 1982. The percentage of employee-users has generally decreased, while community use of the centres has increased. In the 9 cases where a change occured in employee-parent usage of the centre between 1982 and 1984, 8 centres reported an increase in the number of community parents and a corresponding drop in the number of employee parents. The one centre reporting an increase in employee-parent use of the facility showed only a negligible (2%) change.

Table 1: Work-Related Day Care Inventory

NAME OF CENTRE	DATE ESTAB-LISHED	EMPLOYER INVOLVED IN DAY CARE PROGRAM	EMPLOYER CONTRIBUTION	WHO RUNS IT?	WHO USES IT?	WEEKLY PARENT FEES (PER CHILD)	NUMBER OF SPACES	NUMBER OF STAFF	DAYS AND HOURS OF OPERATION
A Child's World Toronto, Ontario	1981	York Board of Education	Space (sponsored by Learning Enrichment Foundation; costs paid by fees)	Parents and Staff on the Board of Directors; day-to-day operations run by Day Care Staff	75% York Board of Education, and York Borough Employees.	$50	20 (5 spaces retained for children of persons attending Adult Day School)	3 staff 1 supervisor and high school volunteers	5 day week 8 - 10 hours per day
A La Claire Fountain Montréal, Québec	1976	Centre Hospitalier Louis Hippolyte Lafontaine	Space, heating, electricity, phone, laundry, maintenance, contribution towards food.	Day Care Staff run day-to-day operations; Administrative Council of Parents and one day care staff	98% employee	$50 to $54.45	60	11 staff 1 supervisor	5 day week 7:30 a.m. to 5 p.m.
Au Pays Des Schtroumpfs Montréal, Québec	1978	Centre Hospitalier Marie-Enfant	Renovations $2000 locker room, food, space, accounting services, laundry maintenance; $300,000, P.C.'s wages, but we must pay services	Administrative Council with staff and supervisor represented	50% employee	$70	64	12 staff 1 supervisor 2 technicians in specialized education	5 day week 11 hours per day
Bambi's Centre Shilo, Manitoba	1974	Canadian Armed Forces	Rent, gas, hydro maintenance	Board of Directors made up of employee parents; day care staff run day-to-day operations; non public fund office	100% employee	$37.50 for day care, $20 for nursery school (half day)	37 full day 25 half day	1 director 1 supervisor 3 staff without E.C.E	5 days a week 8-11 hours a day, extended hrs. if necessary
Base Borden Day Care, Angus, Ontario	1980	Canadian Armed Forces	Rent, utilities, repairs, and maintenance, partial administrative support		97% employee	$79 infant $62 toddlers and pre-schoolers	41		

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Bethany Care Centre Calgary, Alberta	1978	Bethany Auxillary Hospital	Low rent costs; some maintenance	Day Care Staff with parent participation	67% employee	$67 infants $64 toddlers $60 pre-schoolers $52 5 year olds	51	8 staff 2 super-visors	5 day week 11 hours per day (some extended service when needed)
British Columbia Government Employees' Day Care Centre Victoria, B.C.	1971	B.C. Government Employees	Initial grant from B.C. Government Employees' Union	Board of Directors with employee and day care staff representation	60% employee	$50.75	27	3 staff	5 day week 8 - 10 hours a day
Centre de Jour Pistache Montréal, Québec	1983	C.H. Verdun	Rent, Utilities, repairs and maintenance, partial admin. support		57% employee	$60 toddlers and pre-school	30		
La Chiffonelle Garderie Co-opérative Levis, Québec	1981	Confédération des Caisses Populaires	Contribution towards rent		60% employee	$65	45		
Chedoke-McMaster Hospital Day Care Centre, Hamilton, Ont.	1984	Chedoke-McMaster Hospitals	Support for start-up only, building at a token rent, laundry and accounting at the hospital's cost	Board of Directors made of 2 employers 3 employee parents, 1 day care staff, 2 Board of Trustees of the hospitals	100% employee	$110 infant $100 toddler $85 preschool	57	1 super-visor, 3 staff with E.C.E 1 staff without E.C.E qualified part-time staff according to daily schedule	5 day week 8 - 10 hours a day

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Children on the Hill Ottawa, Ont.	1982	Government of Canada, House of Commons (Ottawa)	Capital costs, operating expenses equivalent to rent, heat & electricity, space, maintenance, reduced food costs	Board of Directors with parents and day care staff run the day care centre	50% employee 50% staff	$84 pre-school	40	5 staff with E.C.E 2 supervisors(at capacity)	5 day week 8 a.m. to 7 p.m.
Children's Centre Churchill, Manitoba	1976	Churchill Health Centre	Food, maintenance accounting, space, all capital costs when Health centre built	Employer Board of Directors with Parent Advisory group day care staff runs day-to-day	20% employee	$60	40	4 staff without E.C.E. 1 "Canada Horks" gran worker 1 "Career Start" worker 1 special needs aide	5 day week 8 - 11 hours a day
Down's Child Centre Winnipeg, Manitoba	1981	Horsemen's Association	Rent and utilities, loans as needed		100% employee	$39	26		
Edmonton Hospital Workers Child Care Centre Edmonton, Alberta	1982	Edmonton Hospital	Start-up costs, and first 3 months operating deficits and staff benefits (life insurance, medicate, professional upgrading), xeroxing, office supplies, advertising, video production	Board of Directors with union and employer representation director of day care, staff and employees run day to day operations	85% employee	$69.25	55	7½ staff, 3 supervisors, cook housekeeper, secretary, casual employees, and volunteers	5 day week 8-11 hours a day, extended service 6:15 a.m. to 13:20 midnight

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Ernie Boccia Creative Child Day Care Centre Toronto, Ontario	1984	Northwestern General Hospital					41		
Fleur de Papier Montréal, Québec	1983	Epiciers Unis Métro Richelieu	Rent, Utilities, repairs and maintenance, picked up deficit in 1984		20% employee	$63 toddlers and pre-schoolers	42		
Fuzzy Bears, Inc. Brandon, Manitoba	1975	Brandon Mental Health Centre		Board of Directors with parent representation; limited union involvement day care staff run day-to-day	30% employee	$52.50	26	4 staff with E.C.E. 2 supervisors	5 day week 8-11 hours 6:30 a.m. to 6:30 p.m.
Garderie les Amis de la Maison Blanche Sherbrooke, Québec	1980	Hôpital Hôtel de Dieu	Rent, Utilities		45%employee	$70	70		
Garderie l'Aquarelle St. Damien Buckland, Québec	1980	CA	Repairs, and maintenance and contributions towards rent, food and administrative support		25%employee	$55	25		
Garderie Bobin-Bobinette Montréal, Québec	1978	Centre Local de Services Communautaires Riviere des Prairies	Operating expenses, food external visits	Administrative Council composed mainly of parents	12% employee	$60	43	8 staff 1 supervisor	5 day week 7 a.m. to 6 p.m.

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*	Garderie la Cache-Cache Chicoutimi, Québec	1981	CLSC Saguenay-Nord	Utilities, contributions toward rent and repairs and maintenance		2% employee	$55	45		
*	Garderie la Cachett Laval, Québec	1982	Hôpital Cote de la Santé	Rent and utilities		65% employee	$70	60		
*	Garderie Cadet Rouselle Valleyfield Salaberry de Valleyfield	1978	C.A. Val Séjour	Contribution towards rent, repairs and maintenance, and utilities		7% employee	$78	45		
*	Garderie Carcajou Montréal, Québec	1979	Ecole Rosalie Jette	Contributions towards rent, repairs, utilities, administrative support and repairs and maintenance		5% employee	$60	40		
	Garderie Chatouille Montréal, Québec	1980	Centre Lucie Bruneau (Group Home)	Rent	Administrative council with parent, employer and day care staff representative	20% employee	$68.75	55	5 staff with E.C.E. 6 staff without E.C.E. 1 supervisor 1 cook 1 maintenance	5 day week 8-11 hours a day
	Garderie Claire Joie Inc. Laval, Québec	1978	Centre Notre-Dame de Laval (Group Home)	food, maintenance, space, accounting, bus service	day care staff	100% employee	$45	31	2 staff 1 supervisor	5 day week 8 - 11 hours a day

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Garderie Clé de Sol Québec, P.Q.	1979	Centre Hospitalier Robert Giffard	Food, maintenance, space, operating expenses, contribution to parent fees	Parents and staff run day-to-day, staff administration	75% employee	$70	58	10 staff with E.C.E 7 staff without E.C.E 1 supervisor 1 bookkeeper	5 day week 7:30 a.m. to 5:30 p.m.
Garderie du Chul Ste-Foy, Québec	1979	Centre Hospitalier du L'Université Laval	Operating grant	Administrative Council and other committees with parent-employee and day care director representation day care staff run day-to-day operations	50% employee	$60	60	11 staff 1 supervisor 1 cook	5 day week 7:30 a.m. to 5:30 p.m.
Garderie Communautaire Katéri Ste. Catherine, Québec	1980	Centre Local de Services Communautaires Kateri	Space (with resulting 25% fee reduction for employee parents)	Board of Directors Parents	1% employee	$60	60	8 staff 1 supervisor 1 cook	5 day week 8 - 11 hours a day
Garderie L'Enfanfreluche Montréal, Québec	1980	Lavalin Inc.	Accounting, payroll, subsidy 1 hot meal and 2 snacks	Day care staff	100% employee	$50 and $37 for 2 children	60	8 staff full time 1 supervisor 1 secretary part time 2 cooks, 2 p/t staff 4 on call	5 day week 8 - 11 hours a day 7:45 a.m. to 6 p.m.
Garderie Fan Fou Québec, Québec	1980	Hôpital St. Francois d'Assise	Rent		75% employee	$70	45		

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*	Garderie Feu Vert Beauport, Québec	1979	Ministère des Affairs Sociales	contributions towards rent, repairs and maintenance food and administrative support		50% employee	$55	30		
	Garderie la Gaminerie Inc. Val D'Or, Québec	1978	Centre Hospitalier Val D'Or	Food, maintenance, accounting administrative services	Contribution towards administrative support	5% employee	$60	65	11 staff 2 supervisors 1 cook 1 maintenance	5 day week 7:15 a.m. to 6 p.m.
	Garderie la Jeune Ronde Hull, P.Q.	1983	Hull Regional Hospital	Food, maintenance, salaries	Administative council of parent-employee; day-to-day running by day care staff	55% employee	$55	56	1 director 5 full time staff with E.C.E 3 part-time staff without E.C.E 1 part-time staff without E.C.E. 1 cleaning person	5 day week 8 - 11 hours a day
*	Garderie la Jonglerie Gatineau, Québec	1984	C.H. Gatineau	All capital costs, no operating costs		85% employee	$70 infant $60 toddler $50 pre-school	40		
*	Garderie Mademoiselle Pluche Pr. Aux Trembles Québec	1980	C.A. Le Manbourg			10% employee	$69	40		

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Garderie la Marmaille Inc. Matane, Québec	1977	Centre Local de Services Communautaires Matane	Food, maintenance space, accounting educational means art materials, musical instruments	Employer and day care staff involved in day-to-day operations; parent-employee and employer in general administration	2% employee	$45 (reduced rates for siblings) $11/day	60	12 staff 1 supervisor	5 day week 8 - 11 hours a day 7:30 a.m. to 5:30 p.m.
Garderie la Marmaillerie St. Ferinand, Québec	1981	Hôpital Ste. Julie	Contributions towards rent, food, repairs, maintenance, administrative support		70% employee	$55	30		
Garderie Mont Jolie Mont Jolie, Québec	1978	Hôpital de Mont Jolie	Rent, contributions to renairs and maintenance		25% employee	$58	60		
Garderie l'Oiseau Bleu Buckingham, Québec	1978	Hôpital Buckingham	Rent, utilities		25% employee	$45	40		
Garderie Palou la Coccinelle Montréal, Québec	1981	Centre Local de Services Comautaires J. Octave Roussin	Space, electricity, telephone, heat, food in exchange for 5 spaces	Day care staff run day-to-day operations; parent board and supervisor administers overall progra	30% employee	$55	25 plus 5 part-time	4 staff 1 supervisor	5 day week 7:30 a.m. to 6:00 p.m. 8 - 11 hours a day

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Garderie Le Pandore Québec, Québec	1979	Hôpital St-Sacrement	Space; renovations subsidized by govt.; subsidy from gift shop of hospital; cafeteria services at cost; rent	Day care staff and unionized employees co-ordinate activities and administration	85% employee	$70	50	1 director 5 staff with E.C.E. 3 staff without E.C.E. 1 person to help with accounting	5 day week 8-11 hours a day
• Garderie le Petit Pain d'Epice Longuevil, Québec	1981	Institute Louise Braille	Rent, utilities, repairs and maintenance; contributions toward food and administrative support		33% employee	$62 infants $58 toddlers and pre-schoolers	60		
• Garderie les Petites Puces Sherbrooke, Québec	1973	Centre St. Michel	Rent		4% employee	$70	28		
• Garderie des Petits Mulots Charlesbourg, Québec	1980	C.A. le Foyer Mont St. Albert	Rent, contributions toward utilities and repairs and maintenance		5% employee	$74 pre-schoolers	45		
Garderie Picasso Montréal, Québec	1970 as a hospital service 1981 as a non-profit corporation	Centre Hospitalier Riviere des Prairies	Food, space, maintenance, phone, admin. support and expertise, heat, renovation costs, electricity, accounting, photo-copying, transportation for outings	Employer, employees and union administration; parents, union day care staff run day-to-day operations	95% employee	$57 to $75 depending on gross family income	70	11 staff 3 pediatric nurses	5 day week 8 - 11 hours a day

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Garderie de la Place Ville Marie Montréal, Québec	not yet opened	Trizec	Space, services	Parents	100% employee	$85	30	1 director 1 staff	5 day week
Garderie de Portage Hull, P.Q.	April, 1983	Employment and Immigration Canada Financial Services	Space, maintenance	Employer on Board of Directors; Parents involved in direction of administration	100% employee	$72/week for more than 3 yrs. old; $86/week for less than 3 yrs. old.	56	1 director 9 staff (1 without ECE) 1 part-time secretary	5 day week 10.15 hours a day
Garderie Pomme de Reinette Montréal, Québec	1980	Banque Nationale du Canada	Phone, maintenance, rent, computer services, postage	Administrative council with employer, parent-employee and day care staff representation	100% employee	$65 for infants $55 for toddlers and preschoolers	40 children including 10 infants	6 staff 1 supervisor 1 cook	5 day week 7:30 a.m. to 5:30 p.m. very seldom until 6:00 p.m.
* Garderie les Pousinelles Asbestos, Québec	1980	C.L.S.C. Asbestos	Rent		7% employee	$55	33		
* Garderie la Ribouldingue Québec, Québec	1980	C.H. Francois Charron	Rent, utilities, repairs and maintenance, contribution toward food		50% employee	$73	47		
Garderie Sel et Poivre Windsor, Québec	1979	C.L.S.C. Windsor	Subsidy from Ministry of Social Affairs, food, maintenance, space, accounting	Employer does coordination work; parents assist on excursions with children; day care staff responsible for program	7% employee	$55	10 for 18 months to 2½ years 35 for 2½ to 5 years	1 director 2 staff with E.C.E. 4 without E.C.E.	5 day week 8-11 hours a day
* Garderie le Siffleux St. Gabriel de Brandon, Québec	1979	C.L.S.C. de Brandon	Rent		11% employee	$60			

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Garderie Ste-Justine Montreal, Québec	1977	Hospital Ste-Justine	Capital costs, paid some of conversion costs ie. electricity, plumbing, carpentry, heating	Day care staff responsible for day-to-day responsibilities, administration and education full-time	94% employee	$65 full-time	62	1 director 9 staff (7 with E.C.E. and 2 without	5 day week 8-11 hours a day
Garderie sur une Patte Drummondville, Québec	1980	Celanese Canada	Space, food, maintenance and accounting	Administrative council with employee-parent representation; day care staff run day-to-day operations	16% employee	$50	60	9 staff 1 supervisor 1 cook 7 full-time and 2 part-time instructors	5 day week 8-11 hours a day 7:30 a.m. to 6:00 p.m.
Garderie Tchou-Tchou Ville St. Laurent, Québec	1983	National Film Board	Space, cost of renovations, maintenance	Parents, staff	95% employee	$60	16	1 director 1 staff with E.C.E. 1 staff without E.C.E. 1 cook	5 day week 8-11 hours a day 7:45 a.m. to 6:00 p.m.
Garderie la Toupie St. Louis de Terrebonne, Québec	1979	C.L.S.C. La Mater			10% employee	$67 preschoolers	30		
Garderie Trottineurs Inc. Chicoutimi, Québec	1978	Hopital de Chicoutimi	Food, space, repairs	Parent-employee administration, day care staff run day-to-day operations	50% employee	$50	43	5 staff 1 supervisor	5 day week 8-11 hours a day
Growing Together Family Resource Centre Blenheim, Ontario	1983	Growing Together Family Resource Centre	Contributions toward rent, utilities, repairs and maintenance and administrative support	Government, employees, Board of Directors, Parent support group	100% employee	$98 infants $80 toddlers $75 pre-schoolers	40	1 director 6 full-time staff various part-time staff 2 part-time students	

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Health Sciences Centre Day Nursery Winnipeg, Manitoba	1975	Health Sciences Centre	Renovation costs, deficit costs, all other costs including utility and taxes	Advisory Committee with employer, parent-employee, unibn, day care staff and community parent repre-sentation	85% employee 15% students (will also provide short-term and emer-gency care for children of hospital patients)	$52.50 sliding fees children over 2 yrs: $61-$66.25; children under 2 yrs. $60-$135.25/ wk. depen-ding on income	80	1 director 1 super-visor 8 staff with E.C.E. 7 staff without E.C.E. 6 summer students 4 part-time CCW's to be hired in September	5 day week 8-11 hours a day
Henderson Civic Hospital's Children's Centre Hamilton, Ontario	1982	Henderson Civic Hospital	Rent subsidy	Board of Directors made up of employers and employee/ parent; day care staff are in charge of programming and care of children	95% employee	0-2 yrs. - $100/wk., $24 daily (for part-timers); 2-3 yrs. - $85/wk., $21 daily (for part-timers); 3-5 yrs. - $75/wk., $19 daily (for part-timers)	46	2 super-visors 7 staff with E.C.E. 2 staff with-out E.C.E. 1 cook	5 day week 6:30 a.m. to 5:30 p.m., but will provide care from 5:30 p.m to 12 midnight if care is needed but parent must pre-book
Hester Howe Day Care Centre Toronto, Ontario	1980	City of Toronto	Capital costs, space, limited operating grant, maintenance	4 subcommittees composed of parents and usually staff-deal with program, finance, fund-raising, personnel; 1 Board of Dir-ectors composed of 6 parents, 6 staff and 2 union members	60% employee	$68 for employees $85 for non-employees	50	9 staff 1 super-visor	5 day week 8-11 hours a day

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High Prairie Regional Health Complex Day Care Centre High Prairie, Alberta	1976	High Prairie Regional Health Complex	Food, maintenance, accounting service, space and employer absorbs deficit	Hospital Board of Directors - Assistant Administrator of hospital is day care representative	100% employee	$82.50 - infant; $72.50 - toddler	19	3 full-time staff 1 part-time staff 1 super-visor	5 day week 8-11 hours a day (extended hours at parents' request)
Hydrokids	1985	Ontario Hydro	Capital costs, rent, maintenance	Board of Directors with employer and employee representation	65% employee 35% community	$126 infant $116 toddler $101 pre-schooler	54	10 staff 1 super-visor 1 cook part-time	5 day week 7:30 a.m. - 5:30 p.m.
* Jardin d'Enfants le C.E.P. Noranda, Québec	1974	C.H. Rouyn Noranda	Rent and utilities		49% employees	$60 toddlers and pre-schoolers	45		
Jardiniere du Chu Sherbrooke, Québec	1974	Hospital	Food	Administrative Council of Parents	100% employee	$56	50	1 director 3 staff with E.C.E. 3 staff without E.C.E.	5 day week 8-11 hours a day
Kensington Infant Day Care Toronto, Ontario	1983	Toronto Board of Education	$20,000/year given towards fees and expenses; space and maintenance are free	Parent board	100% employee (unless all spaces can't be filled, then community)	$87-$123 (sliding fee scale)	18	1 super-visor 1 staff with E.C.E. 3 staff without E.C.E.	5 day week 8-11 hours a day
* Kingston Progressive Day Care Kingston, Ontario	1983	Kingston General Hospital	Contributions toward rent and administrative support		90% employee	$90 toddlers $78 pre-schoolers	40		

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Lac du Bonnet Children's Day Care Centre Lac du Bonnet, Manitoba	1977	Lac du Bonnet District Health Centre	Capital costs, some operating expenses, maintenance, heat, light, accounting, secretarial	Hospital administrator and parent-employee on board of directors; day care staff runs day-to-day operations	5% employee	$50	15 (licensed spaces) 50 (presently enrolled with majority nursery school spaces)	3 staff without E.C.E. 1 supervisor also parent and student volunteers (Katimavik volunteers)	5 day week 8-11 hours a day
Mutual Life Assurance Co. of Canada Day Care Centre Waterloo, Ontario	1982	Mutual Life of Canada Limited	All capital costs, some administrative services, (renovations and equipment to be paid back out of any profits)	Centre run as company dept.; parent advisory committee has some involvement; day care staff run centre on day-to-day basis	100% employee	$65 (to increase Jan. 1985)	40	5 staff with E.C.E. 1 supervisor	5 day week 8-11 hours a day
Nanisivik Daycare Centre Nanisivik, NWT	1976	Strathcona Mineral Services	Employer covers all costs		90% employee	No charge to users			
Northwood Manor Halifax, Nova Scotia	1981	Northwood Manor Senior Citizen's Home	All operating costs, food, maintenance, accounting services, facilities; oncall medical staff, housekeeping, mobile bus service, secretarial service	Advisory Board of employers; day-to-day operations run by day care staff	40% employee	$60 pre-schoolers	15	1 supervisor 1 day care worker with E.C.E. 1 part-time worker without E.C.E.	5 day week 8-11 hours a day

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Orde Street Public School Day Care Centre Toronto, Ontario	1979	Toronto Board of Education	Capital costs	Board of Directors with school principal, employee - parent, day care director and community parent representation	35% employee 65% community (priority given to Board of Education employees (community parents accepted, space permitting)	$75 for preschool; $44 for school-age	32	1 part-time staff with E.C.E. 3 full-time staff with E.C.E. 2 part-time without E.C.E. 2 full-time within soc. ser. 1 supervisor	5 day week 8-11 hours a day
Le Petit Coeur St. Foy, Québec	1984	Ministre de la Justice	Contributions toward rent and utilities		50% employee	$65 toddlers and preschoolers	31		
Pladec Day Care Centre Kingston, Ontario	1982	Kingston Psychiatric Hospital	Labour for building centre donated by hospital; $480,000 worth of equipment donated; free rent, laundry services, utilities, maintenance, housekeeping, first aid kit	Board of Directors made up of employee-parent; day care staff runs day-to-day operations	50% employee	Infants $20/8 hour day; Toddlers $18/8 hour day, $20/12 hour day; preschoolers - $16/8 hour day, $18/12 hour day	24	1 supervisor with full-time teaching duties has N.N.E.B. qualifications; 4 staff with E.C.E. (or equivalent qualifications) 1 part-time cook/teaching assistant	5 day week 6:45 a.m. to approx. 6 p.m. hours extended to 7:45 p.m. to accommodate 12 hour shift workers
Regina General Hospital Day Care Co-operative Regina, Saskatchewan	August 1982	Regina General Hospital	Renovation and operating expenses, space, food, utilities, maintenance	Parent employees with staff supervisor	employees	$17.50/day 8-10 hours; $24.50/day 12 hours or more	15 for 18 months - 2½ years; 47 for 2½ - 5 years	1 supervisor 1 staff with E.C.E. 7 staff without E.C.E. and 5 additional full-time, 2 additional part-time staff	5 day week; open 12 to 18 hours per day

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Rideau Child Care Centre Inc. Smith Falls, Ontario	1984	Rideau Regional Centre	Free rent for 3 years, donation of furniture, minor repair jobs (i.e. installing panic bar and resurfacing steps)			$50	32	1 supervisor; 2 full-time staff with E.C.E.; 1 part-time staff without E.C.E.; 1 cook	5 day week 12 hours a day 7:00 a.m. to 7:30 p.m.
Riverdale Hospital Day Nursery Toronto, Ontario	1964	Riverdale Hospitals	Maintenance, accounting, food housekeeping, safety, minor medical attention, space	Administration by hospital Board of Directors; supervisor runs day-to-day operations; assistant administrator runs special projects	90% employee	$58 for employee; $70 for non-employee	45	8 staff 2 supervisors 1 nurse	5 day week 8-11 hours a day
Royal Victoria Hospital Day Care Centre Montréal, Québec	1981	Royal Victoria Hospital	Capital costs, food, cleaning services, payroll accounting services	Parent Executive Board	100% employee	$69	48	8 staff 1 supervisor	5 day week 8-11 hours a day
Staff Children's Day Care Centre University Hospital Edmonton, Alberta	Nov. 1967	University Hospital	Capital costs, operating deficit, all utilities, maintenance, janitorial, accounting, food, laundry, security	Administered by hospital board; day-to-day operations by day care supervisor	75% employee	$68.00 $16/day with minimum of 5 days for 2 week period	41	1 supervisor; 2 staff with E.C.E. 1 staff without E.C.E.; 2 working towards E.C.E.; 2 with social work diplomas	5 day week 8-11 hours a day

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Sunburst Children's Centre Downsview, Ontario	Sept. 1982 (scheduled opening)	Environment Canada	Renovation costs maintenance, space, contributions from unions	Board of Directors with parents, day care staff and union representation; day care staff runs day-to-day	20% employee employees have priority	$102 infant $98 toddler $86 pre-schooler	40 (planned capacity)	7 staff with E.C.E. 1 staff without E.C.E. 1 supervisor (at capacity)	5 day week 8-11 hours a day
Sunnybrook Hospital Creche Toronto, Ontario	Feb. 1983	Sunnybrook Hospital	2/3 capital costs, catering, laundry, accounting, payroll, planning expertise, land	Board of Directors with employer, employee-parent and union representation	60% hospital employees	$120 - infant; $110 toddler; $80 preschooler	47	9 staff 1 supervisor	5 day week 8-11 hours a day
Treasure Island Day Care Centre Orilla, Ontario	1982	Huronia Regional Health Centre	Utilities; contribution toward administrative support	Board of Directors with parent-employee representation; day care staff run day-to-day operations	65% employees	$55	30	2 staff with E.C.E. 1 staff without E.C.E. 1 supervisor 1 cook/ housekeeper/ assistant teacher	5 day week 8-11 hours a day; proposed extended hours 6:00 a.m. to 11:00 p.m.
Valleyview Childcare Centre Port Coquitlam, B.C.	1983	Valleyview Hospital	Maintenance, Space, cleaning	YMCA is administering body, under contract to B.C. Gov't Employees Union; Day care staff run day-to-day operations; parents involved in fund-raising committees and social activities; B.C.G.E.U. worked with YMCA on start-up		$90 under 3 years; $70 over 3 years	37	1 head supervisor 3 supervisors 4 staff with E.C.E. 2 part-time assistant aides	5 day week 7 day week by request (minimum of 3 children) 8-11 hours a day will provide care up until 11:30 p.m., 7 days a week only if at least 3 children in attendance

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Waterfront Montessori Children's Centre Harbourfront Toronto, Ontario	1984	Harbourfront	Capital costs from COMSOC, City of Toronto donated Task Force and work-place day care services, Island school donated time and money, Harbourfront contributed land and 2 buildings and staff hours, Metro Separate School Board gave 2 portables	Board of Directors made up of employers, employee-parent, day care staff; employee-parent run day-to-day operations Centre operates as a parent co-op	Priority given to Harbourfront employees and residents	$85	32 pre-schoolers; will be expanding	1 super-visor; 1 staff with E.C.E.; 1 staff without E.C.E. Montessori diploma	5 day week 8-11 hours a day 8:00 a.m. to 5:30 p.m.
* 7/11 Daycare Centre Burnaby, B.C.	1984	Southland Canada	Rent, utilities, repairs and maintenance administrative support, and food		55% employee	$46 toddlers $35 pre-schoolers	25		

* This symbol identifies programs for which information was obtained from the 1984 Rothman/Beach survey.

3. ADDITIONAL WORK-RELATED ALTERNATIVES

The following are examples of alternative types of work-related day care programs currently operating in Canada. Information about these programs was obtained from the survey and through consultation with experts in the field.

A. Private Day Care At the Worksite

Day care for the children of working parents can be provided at the workplace by a commercial operator who does not receive support from the employer(s). In such a case, the day care facility is both financially and adminstratively independent of the employer.

The Pinocchio Day Care Centre in Edmonton, Alberta, began operation in January 1979 in the Sun Life Building. The building was constructed with the stipulation by the municipality that a certain amount of space be leased to a day care centre. Sun Life assumed operation of the day care centre when the facility was unable to reach financial viability in the first year. Sun Life covered the deficits incurred by the centre until it became financially stable.

In September 1981, the current owner/director formed a company and bought the centre from Sun Life. Pinocchio Day Care re-opened as a commercial centre in the Sun Life Building. Sun Life leases space to the day care facility for which the centre pays, but has no other involvement with Pinocchio Day Care. At the present time, approximately 20% of spaces are filled by children of the Sun Life Building employees.

The Children's Place in Kanata, Ontario, is a day care centre located in the centre of Kanata Industrial Park outside Ottawa. It does not receive financial support from the local employers. The centre provides day care for working parents in the Industrial Park as well as for community-parents.

B. Private Day Care Near the Worksite

A privately-run, commercial centre which does not receive support from an employer can provide day care for children of employees at nearby workplaces. Two such centres are Forbid Them Not Children's Centre and its affiliate, A New Life Children's Centre in Hamilton, Ontario. The centres are situated near a major steel plant, a hospital, and a number of restaurants. The centres are open 24 hours a day to accommodate the shift-workers at these workplaces. Children from six weeks old to school-age are accepted into these day care programs.

C. Day Care Centres Operating Flexible Hours

Day care centres that operate on flexible hours offer the day care facilities, programs, and staff for care up to a 24 hour period. Day care of this type can be of particular benefit to shift workers.

The Loyal True Blue and Orange Flexible Child Care Centre located north of Toronto in Richmond Hill is an example of flexible hours day care. The agency operated originally as a residential home and orphanage under the auspices of the Loyal True Blue and Orange Lodge. In 1981, the flexible child care program was established, with staff and facilities for extended-day care. The program is designed primarily to accommodate working parents

who live and work in York Region. The centre also operates a nursery school and a morning and afternoon drop-in program for children of local parents.

More recently, the Yorkwoods Community Shiftworkers' Daycare opened in a public school in Downsview, Ontario. That program currently operates between 6:30 a.m. and 7:00 p.m. Plans are underway to extend the hours of operation until midnight.

In Regina, Saskatchewan, The 24-Hour Childcare Co-operative was opened to meet child care needs outside regular working hours.

D. Day Care Counsellor in the Workplace

In order to assist employees in locating day care, an employer can provide a counselling and referral service. An employer can also provide access to a day care co-ordinator or consultant for parents wishing to make day care arrangements.

One example of this form of employer participation is the counselling and referral service provided by the Government of Ontario for government employees. In 1976, the Ontario Government hired a day care consultant who maintains an up-to-date listing of available day care spaces in both day care centres and family day care homes throughout Ontario. This service enables interested Government of Ontario employees to obtain information concerning available day care. The day care counsellor maintains contact with the day care consultants of the Ministry of Community and Social Serivces and municipal day care co-ordinators, and thereby obtains current information about day care programs throughout the province. (See also

section H below for a description of Family Day Care Service's information and referral program.)

E. Cash Allowances for Day Care

An employer can offer regular cash allowances to employees with children, enabling parents to offset the costs of their day care arrangements. In 1976, the Canadian Union of Public Employees, Local 2189 at the Y.M.C.A. in Toronto successfully negotiated a taxable benefit of $15 per month to be used by the employees towards child care expenses. Such a cash benefit was seen by the employer to be more feasible than establishing a workplace day care facility for employees who lived in different areas of Metropolitan Toronto. This taxable benefit has been increased twice since 1976 and is currently set at $30 per month for children up to age 9 (up to a maximum of $30 per family).

F. Priority Spaces for Employees

An employer may choose to contribute funds to an on-site or near-site day care centre in order to reserve spaces for their employees. In this situation, the employer will have little or no input into the running of the centre.

Manulife Insurance Company in Toronto has such an arrangement with Hilda Roberts Day Care Centre. It provided the Centre, which is situated near the Manulife office buildings, with a $12,000 forgiveable loan in order that their employees be given priority on day care spaces. In addition, Manulife initially held the centre's mortgage at a reduced rate for a certain period of time. Manulife no longer holds the mortgage.

G. Employer-sponsored, Half-day Preschool Program

The St. Anne Nackawic Preschool Centre in Nackawic, New Brunswick, operates a preschool centre for 100 children with two half-day programs. They receive extensive funding from the St. Anne Nackawic Pulp and Paper Company in the form of 85% of an estimated $120,000 annual budget and all costs for the preschool facilities constructed in 1975. This support results in parent fees of $20 per month. With no public kindergarten system in the province, the preschool centre fills an important community need.

H. Work-Related Private Home Day Care

Supervised family day care homes can be organized to accommodate employees' day care needs. Family Day Care Services in Toronto is one non-profit agency which operates a program of supervised family day care for children of employees in the Toronto area. Family Day Care Services has recently expanded its services and now offers employers a consultation, information and referral service for their employees. This program, called the Working Parents Day Care Assurance Plan, is being marketed to employers as an employee benefit program.

I. Voucher System

Another alternative is for an employer to purchase vouchers from a day care centre and issue them to employees. Such vouchers can be issued for a specified number of hours of care or an equivalent dollar value, and can be redeemable at one particular centre or one of a number of centres. This type of program is being developed by Granny Y's, a day care centre operated by the Y.M.C.A. in Vancouver, British Columbia, for short-term and

emergency use (up to 6 weeks). As a short-term support, the service is targeted at situations of special needs, e.g., a sick caregiver, a parent in hospital, a sick child remaining at home. The plan is for vouchers to be sold to business and industry, to be distributed to their employees. The vouchers will be redeemable at Granny Y's.

J. Industrial Family Care Workers

Trained caregivers can provide care for children in the home of working parents. Employers can hire these caregivers, who are then available to go into the home of an employee who requires short-term or emergency child care. This child care system enables an employee to go to work when the regular form of day care is either unavailable or unsuitable for a certain time period, for example, when the regular caregiver is ill, or when the child is ill and must remain at home. Family care workers can also provide required assistance for the care of handicapped, elderly and infirm family members.

The Family Care Assistance Pilot Project has recently graduated its first group of Industrial Family Care Workers from Seneca College of Applied Arts and Technology in Willowdale, Ontario. This demonstration project is funded by the federal government and is currently being evaluated.

4. CONCLUSION

Work-related day care is one part of the spectrum of day care services which should be available to meet day care needs in Canada. Within the general category of work-related day care there are a number of possible variations and options that can accommodate the particular needs of employers and employees. These various options should be explored carefully in order to develop a program that best suits the needs of the particular communities involved. Some of the factors that should be considered are: modes of transportation used by the parents; work schedules of the parents; suitability of the work-site for children; and the rural, urban or suburban character of the community.

The information gathered from the centres surveyed and from consultations with experts in the field indicates a trend towards the development of non-profit, work-related day care centres. It also indicates that the most stable and longest-running work-related day care facilities are those which allow a high degree of employer, union, employee-parent, community-parent, and day care staff involvement. In the words of one supervisor, this involvement is an important step "towards more people accepting responsibility for our young as a co-operative effort". This co-operative effort in the administration of a day care centre has the particular advantage of allowing for, as one administrator says, "the input of employees with respect to quality of care'." In work-related day care programs, as in child care programs in general, quality of care remains the issue of highest priority.

APPENDIX A

Mailing Addresses and Contact Persons for Work-Related Day Care Programs in Canada.

A Child's World
F. H. Miller Public School
300 Caledonia Rd.
Toronto, Ontario M6E 4T5
Supervisor: Adele Peden
(416) 656-8650

A La Claire Fontaine
7401, rue Hochelaga
C. H. Louis Hippolyte Lafontaine
Montreal, P.Q.
H1N 3M5
Supervisor: Marcelle Walger
(514) 253-8200 ext. 714, 713, 712

Au Pays des Schtroumpfs
5200, est, rue Belanger
C. H. Marie-Enfant
Montreal, P.Q.
H1T 1C9
Supervisor: Suzanne Delisle
(514) 721-7563

Bambi's Centre
#5 and #7 Esquimalt St.
Box 782
Shilo, Manitoba
R0K 2A0
Supervisor: Patricia MacDonald
(204) 765-2469

Bethany Care Centre
916-18A St. N. W.
Bethany Auxillary Hospital
Calgary, Alberta
T2N 1J6
Supervisor: Anita Hansen
(403) 289-3701 Local 29

British Columbia Government
Employees' Day Care Centre
433 Kingston St.
Victoria, B.C.
V8V 1V8
Supervisor: (Mrs.) Morag Baldwin
(604) 382-2314

Chedoke McMaster Hospital's Day Care
P.O. Box 2000
Station "A"
(Long & Bisby's Building)
Sanitorium Rd.
Hamilton, Ont.
L8N 3Z5
Supervisor: Leslie Russell
(416) 388-0240 ext. 7265

Children on the Hill
Confederation Building
Ottawa, Ont. K1A 0A6
Professional Director: Michelle Drouin
(613) 593-5466

Children's Centre
c/o Churchill Health Centre
Churchill, Manitoba
ROB OEO
Supervisor: F. Flynn
(204) 675-8881 ext. 237 Margaret Langlove

Edmonton Hospital Workers
Child Care Centre
11424 - 102 St., #2
Edmonton, Alberta
T5G 2E7
Supervisor: Pat Holowatiuk
(403) 479-0179

Ernie Boccia Creative Child
Day Care Centre
Northwestern General Hospital
2175 Keele St.
Toronto, Ont.
M6M 3Z4
Supervisor: Mrs. R. Hermod

Fuzzy Bears Inc.
Box 420
Brandon Mental Health Centre
Brandon, Manitoba
R7A 3Z5
Supervisor: (Mrs.) M. Egilsson & L. Roels
(204) 725-1443

Garderie Bobino Bobinette
8270, est, boul. Gouin
CLSC Rivière des Prairies
Montréal, P.Q.
H1E 1B9
Supervisor: Camille Gauvreau
(514) 648-2317

Garderie Chatouille
2255, est, Laurier
Maison Lucie Bruneau
Montréal, P.Q.
H2H 1C5
Coordinator: Tom Pepe
(514) 526-9366

Garderie Claire Joie Inc.
310, boul. Cartier
Maison Notre-Dame de Laval
Laval, P.Q.
H7N 2J2
Supervisor: Chantale Labonte
(514) 382-1110 ext. 279

Garderie Clé de Sol
2525, chemin de la Canardière
C. H. Robert Giffard
Québec, P.Q.
G1J 2G2
Supervisor: Lucie Gagnon

(418) 663-5858

Garderie Communautaire Kateri
124, boul. Marie Victorin
CLSC Kateri
Ste-Catherine, P.Q.
GOA 3MO
Supervisor: Florence Badiee
(418) 632-8600 ext. 61

Garderie de la Place Ville Marie
Trizec Corporation
5,Place Ville Marie
Room 1615
Montreal, P.Q.
H3B 4M9
Address mail to: Lucy Dorion
(Public Relations Manager)
(514) 861-9393

Garderie du Chul
2721, rue Tremblay
C. H. l'Université Laval
Ste-Foy, P.Q.
G1W 1C2
Coordinator: Lucy Pelletier
(418) 657-4988

Garderie de Portage
Employment and Immigration Canada
Financial Services
Place de Portage
Phase 4, Section 4
Hull, Québec
Attention: Gilles Vezina

Garderie La Gaminerie
1281, boul. Forest
C. H. Val d'Or
Val d'Or, P.Q.
J9P 5H3
Supervisor: Georgette Chartier
(819) 825-2677

Garderie la Jeune Ronde Inc.
140 Blvd. Lionel Emond
Hull, P.Q.
Director: Mme. Charlotte Clavette
(for children of Hull Regional
Hospital employees)

Garderie La Marmaille Inc.
349, St.-Jerome
CLSC Matane
Matane, P.Q.
G4W 3A8
Supervisor: Louise Veilleux
(418) 562-2471

Garderie L'EnfanFreluche
3484, de la Montagne
(Lavalin)
Montréal, P.Q.
H3G 2A6
Supervisor: Frances Shorteno
(514) 844-0509

Garderie Palou La Coccinelle
13926, est, rue Notre-Dame
CLSC J. Octave Roussin
Montréal, P.Q.
H1A 1T5
Supervisor: Jocelyne Joly
(514) 642-4050 ext. 253

Garderie Picasso
7070, boul. Perras
C. H. Riviere des Prairies
Montréal, P.Q.
H1E 1A4
Supervisor:
(514) 323-7260 ext. 321

Garderie Pomme de Reinette
275, Viger, #120
Banque Nationale du Canada
Montréal, P.Q.
Supervisor: Christine Dubreuil
(514) 281-3826

Garderie Sel et Poivre
77, rue Allen
CLSC Windsor
Windsor, P.Q.
J1S 2P8
Supervisor: Chantal Brubeau
(819) 845-4112

Garderie Ste-Justine
3180, ave. Ellendale
Hôpital Ste-Justine
Montréal,P.Q.
H3S 1W3
Supervisor: Diane Magnum
(514) 739-1426

Garderie Sur une Patte
Celanese Canada C. P. 580
boul. St.-Joseph
Drummondville, P.Q.
J2B 6W7
Supervisor: Anne-Marie Pestiaux
(819) 396-5741

Garderie Tchou-Tchou
National Film Board
3155 Côte de Liesse
Ville St. Laurent, Québec
Director: Susan Armstrong

Garderie Trottineurs Inc.
305, ave St-Vallier
Pavillon Notre-Dame
Hôpital de Chicoutimi
Chicoutimi, P.Q., G7H 4J1
Supervisor: Binette Lavoie
(418) 543-7222

Growing Together Family Resource Centre
c/o Southwestern Regional Centre
P.O. Box 1000
Blenheim, Ontario
Director: Wendy Buress
(519) 676-4154

Waterfront Montessori Children's Centre
Harbourfront
18 Wyandot Avenue
Toronto, Ontario M5J 2E6
Director: Sharon Healy
(416) 368-1919

Health Science Centre Day Nursery
E4 General Hospital
700 William
Winnipeg, Manitoba R3E 0Z4
Supervisor: Karen Quinn
(204) 787-4396

Henderson Civic Hospital's Children's Centre
Hamiliton, Ontario
Supervisor: Pat Pollington
(416) 389-4411 ext. 217

Hester Howe Day Care Centre
City Hall
100 Queen St. W., 3rd Floor
Toronto, Ont. M5H 2N2
Supervisor: Maureen Rao
(416) 947-7981

High Prairie Regional Health Complex Day Care Centre
High Prairie, Alberta T0G 1E0
Ass't Supervisor: Verna McDermott
(403) 523-3341

Hydrokids Day Care
Ontario Hydro
610 Unviersity Ave. Ground Fl.
Toronto, Ontario M5G 1X6
Supervisor: Jill Harvey-Sellwood
(416) 599-5004

Jardiniere du Chu
375, rue Argyle
C.H. Sherbrooke
Sherbrooke, P.Q. J1J 3J5
(819) 563-5555

Kensington Infant Day Care
401 College St.
Toronto, Ont. M5T 1S9
Ass't Supervisor: Honey Haugh
(416) 699-6347

Lac Du Bonnet Children's Day Care Centre
Lac Du Bonnet District Health Centr
Box 1030
Lac Du Bonnet, Manitoba R0E 1A0
Supervisor: Dorothy Altstadt
(204) 345-8647

Le Pandore
1050, chemin Ste-Foy
Hôpital St-Sacrement
Québec, P.Q. G1S 4L8
Supervisor: Christiane Sheoleur
(418) 681-7168

Mutual Life Assurance Co. of Canada Day Care Centre
227 King St. S.
Waterloo, Ont.
N2J 4C5
Director: Mary Parks
(519) 743-3760

Northwood Manor
2615 Northwood Terrace
Halifax, Nova Scotia
B3K 3S5
Supervisor: Sheila Maguire
(902) 454-8311 ext. 176

Orde Street Public School
Day Care Centre
18 Orde St.
Toronto, Ont.
M5T 1N7
Supervisor: Chris Judge
(416) 598-3412

Pladec Day Care Centre
752 King St. W.
Adec Building
Box 603
Kingston, Ont.
K7L 4X3
Director: Carol McCallum
(613) 546-1234

Regina General Hospital Day Care
Cooperative
1440 - 14th Avenue
Regina, Saskatchewan
S4P 0W5
Supervisor: Barbara Renwick
(306) 522-0393

Rideau Child Care Centre
c/o Rideau Regional Centre
Box 2000
Smith's Falls, Ont.
Attention: Nancy Clark
283-4446

Riverdale Hospital Day Nursery
14 St. Matthews Rd.
Toronto, Ont.
M4M 2B5
Supervisor: Rita Klein
(416) 461-8351 ext. 2103

Royal Victoria Hospital Day Care
Centre
Montreal
Quebec
Director: Ellen Unkrig Staton
(514) 842-1231 ext. 205

Staff Children's Day Care Centre
University Hospitals
84 Ave and 114 St.
Edmonton, Albert
T6G 2B7
Supervisor: Margaret McWhinnie
(403) 433-9663

Sunburst Children's Centre
Ministry of the Environment
4905 Dufferin St.
Downsview, Ont.
M3H 5T4
Supervisor: Mrs. Wendy Elliott
(416) 667-4527

Sunnybrook Hospital Creche
c/o Sunnybrook Aids for Living Centre
2075 Bayview Ave.
Toronto, Ont.
M4N 3M5
Supervisor: Catherine Priske
(416) 480-4465

Treasure Island Day Care Centre
Huronia Regional Centre
Box 1000
Orillia, Ont.
L3V 6L2
Supervisor: Katie Dean
(705) 326-7361

Valleyview Child Care Centre
500 Lougheed Highway
(Unit 1 Valleyfield)
Port Coquitlan, B. C.
Supervisor: June Drekson
(604) 521-8952

APPENDIX B

Mailing Addresses and Contact Persons for Additional Work-Related Day Care Programs

The Children's Place
310 Legget Drive
Kanata, Ontario
K2K 1X3
Owner/Director: Terry MacIver
(613) 592-5002

Family Day Care Services
380 Sherbourne Street
Toronto, Ontario
M4X 1K2
Executive Director: John Pepin
(416) 922-9556

Forbid Them Not Children's Centre Inc.
867 Upper Ottawa Street
Hamilton, Ontario
L8T 3V4
Director: Joan Aspin
(416) 385-1941

Y.W.C.A
Arlene Gladstone
Director of Support Services
580 Burrard St.
Vancouver, B.C.
V6C 2K9
(604) 683-2531

Government of Ontario Day Care Counsellor Employee Advisory Service
25 Grosvenor St.
Toronto, Ontario
M7A 1R1
(416) 965-9953

The Loyal True Blue and Orange Flexible Child Care Centre
R.R. #1 11181 Yonge St.
Richmond Hill, Ontario
L4C 4X7
Supervisor: Janice Crawford
(416) 889-5421

Pinocchio Day Care
Sun Life Building
10123-99th St.
Edmonton, Alberta
T5J 3H1
Owner Director: Stella Denver
(403) 425-9108

Hilda Roberts Day Care Centre
36 Dundonald St.
Toronto, Ontario
M4Y 1K2
Supervisor: Tanaj V. DaCosta
(416) 924-2113

Seneca College of Applied Arts and Technology
Sheppard Campus
43 Sheppard Ave. East
Willowdale, Ontario
M2N 2Z8
(416) 491-5050

Ste. Anne Nackawick Preschool Centre
P.O. Box 502
Nackawic, New Brunswick
E0H 1P0
Supervisor: Lynda Homer
(506) 575-2328

Yorkwoods Community Shiftworkers' Daycare
Topcliffe Public School
65 Topcliffe Avenue
Downsview, Ontario
M3M 1L6
Director: Ann Andrews
(416) 630-8960

APPENDIX C

WORK-RELATED DAY CARE QUESTIONNAIRE

Name of Supervisor and Centre (please include address and phone number).

When was centre established (under its current auspices)?

Who does the centre serve? (please indicate percentages)

employees _____ community parents _____

How many children in the program?

6 weeks up to 3 months _____ 18 months up to 2 1/2 years _____

3 months up to 18 months _____ 2 1/2 years up to 5 years _____

How many staff in the centre?

supervisor(s) _____

day care workers with E.C.E. qualifications _____

without E.C.E qualifications _____

others (please specify) _____

Location: on-site _____ describe_____

_____

near-site _____ describe _____

_____

off-site _____ describe _____

_____

Premises: new _____

If not new, what was it before? Please describe renovations and costs.

_____

_____

Cost to parents _____

Financial contribution from employer? (please specify amount per time period)

capital costs_____ operating expenses _____

contribution towards parent fees _____

Services provided by employer e.g., food, maintenance, accounting service, space. (please specify)

_____

_____

_____

Please indicate which of the following groups are involved in the running of the day care centre: specify type of involvement, e.g., Board of Directors, day-to-day operations.

employer _____

employee/parent _____

union _____

day care staff _____

others (please specify _____

Days and hours of operation?

5 days a week _____ 7 days a week _____

other (please specify) _____

8-11 hours a day _____ 24 hours _____

extended hours (please specify) _____

What, in your opinion, are the advantages of work-related day care?

What, in your opinion, are the disadvantages of work-related day care?

Are you aware of any planned or newly-established work-related day care programs (which we might include in our inventory)?